UNITED NATIONS
ECONOMIC AND SOCIAL COUNCIL

Distr.
LIMITED
E/ECA/PAMM/TC/88/7
23 December 1987
Original: ENGLISH

ECONOMIC COMMISSION FOR AFRICA

Technical Preparatory Committee Meeting
of the Third Conference of Ministers
Responsible for Human Resources
Planning, Development and Utilization

Khartoum, Sudan, 9-11 March 1988

LC/NAIROBI

STATUS, MOBILIZATION, ADMINISTRATION AND UTILIZATION OF RESOURCES OF THE ECA ADMINISTERED AFRICAN FELLOWSHIP PROGRAMME

INTRODUCTION

ECA initiated a bilateral scholarship and fellowship programme for Africa as early as 1965 with a view to augmenting the training opportunities for Africans, both within and outside the continent. The programme was established by the Secretariat in compliance with Commission resolution 125(VII) of February 1965, which required the Secretariat "to serve as co-ordinator of, and a clearing houses for information on training facilities."

The programme started with the assistance of a few non-African donor governments granting scholarhips, in kind, to nationals of African countries, through the ECA, for study in the academic institutions of donor countries. In 1973 the government of the Netherlands came in with financial support for the training of insturctors within African institutions. Gradually, the fund was also used for the institutionalization of specific programmes, notably for the training of management educators and accountancy teachers at the Institute of Development Management Gaborone, Botswana and the training of staff development officers at the university of Nairobi, Kikuyu Campus.

As time went by, it, became clear to the Commission that African training needs could not depend entirely on extra-continental training support and facilities and that initiatives for intra-African co-operation and self-reliance in training for manpower development would need to be encouraged.

ECA resolution 306(XVII), dopted by ECA Conference of Ministries in 1977, called on the Secretariat, inter-alia, to take action that would achieve the above objective. It was envisaged that such intensified intra-African Co-operation could be realized through:

(a) cash grants to be paid by member States into a fund managed by the Secretariat for training in ciritical areas identified by member States; and

(b) fellowships to be offered by member States to nationals from other member States to enable the latter to study at the institutions of the offering countries.

Following the establishment of ECA's Expanded Training and Fellowship Programme for Africa (ETFPA), fellowship offers were received from a small number of African countries in addition to cash grants donated by three other African countries, namely, Lesotho, Nigeria and Somalia. The Government of Turkey also made a grant to the programme.

Between 1965 and 1983 over 1600 candidates received awards for training through ECA's fellowship programme. The following sections will report on the activities of ETFPA during the period 1984-1987.

MOBILIZATION AND UTILIZATION OF RESOURCES

(i) Bilateral Fellowships

Whereas in the early 1980s some 20 donors used to offer fellowships through ECA's fellowship programme, the number of offering countries declined to about 12 countries in recent years. This has happened despite sustained efforts by the Secretariat to solicit scholarships. The following is a summary of the offers made and the utilization of scholarships during 1984-1987.

Fellowships Awards and Utilization By Country (1984 - 1987)

Offering Country	1984		1985		1986		1987	
	Fellowships		Fellowships		Fellowships		Felloships	
	Awarded	Utilized	Awarded	Utilized	Awarded	Utilized	Awarded	Utilized
Austria	1	-	2	1	-	-	-	-
Czechoslovakia	4	4	4	4	4	4	4	4
France	5	5	-	-	1	1	-	-
GDR	4	4	5	5	-	3	4	4
Greece	7	4	1	1	-	-	-	-
India	-	-	5	3	6	6	13	12
Italy	3	3	3	3	3	3	1	1
Poland	15	15	10	10	4	4	3	3
Turkey	1	1	-	-	-	-	-	-
USSR	24	23	23	18	23	21	23	21
Bulgaria	-	-	-	-	-	4	3	3
Mexico	-	-	-	-	10	-	-	-

It is clear from the above that the enthusiasm on the part of donors to offer fellowships has been dwindling. At the same time, not all of the awarded scholarships have been fully utilized. A number of reasons are responsible for this situation major among which is the failure of accepted candidates to take advantage of the offer at the last minute due to the inability of candidates to process their travel document in time or their failure to mobilize additional funds required for their sustenance over and above the amounts specified in the terms of the scholarships. In other cases a few of the donor countries have not been able to honour their commitments either partially or in full.

In spite of the enthusiasm shown by member States for intra-African Co-operation in the field of training, as evident inter-alia through the adoption of Conference of Ministers resolutions 306(XVII) and 318(XIII), the actual response of member States has been truly disappointing. Although repeated appeals and efforts were made by the Secretariat to encourage member States to donate fellowships in kind, only very few pledges were made, and in almost all cases it proved extremely difficult to make use of those offers.

Despite these disturbing trends, the Secretariat is, however, determined to intensify its efforts in soliciting fellowships in kind.

With regard to offers for 1988/1989, a number of donors have already made their intentions clear. In addition to the existing list of donors, the Council for Mutual Economic Assistance earmarked 19 CMEA scholarships for the training of African citizens in CMEA countries for the academic year

1988/89, under the auspices of ECA, as follows: 4 scholarship (Bulgaria), 2 (Hungary), 10 (USSR and 3 (Czechoslovakia).

(ii) Funded Programmes

Starting 1985, no funds have been made available in the form of cash contributions for training activities under ETFPA.

In 1984 $18,000 have been made available for partial fellowships under the United Nations Trust Fund for African Development (UNTFAD). This amount was used to help 5 fellows, from Malawi, Cameroon, Liberia and Tanzania, to complete their on-going programmes. During the period 1981-1984, a total of $168,000 was allocated from UNTFAD's General Fund for partial fellowships under the (ETFPA). The following fields were given priority:

- manpower for basic industries and agriculture
- graduate training in specialized disciplines with priority to industry, agriculture, engineering and technology, natural resources, transportation, management statistics.
- training in science
- training of technical teachers and instructors
- group training of technical and managerial executives
- training in budget and financial management and tax administration
- in-plant or practical training in the management of public enterprises and development projects for nationals

of the least developed countries (LDCs) and newly independent countries

- training in solar energy.

With regard to the Netherlands grant, the Government of Holland decided to make, as of 1984, direct grants to the IDM in Gaborone, Botswana and the Institute of Adult Studies, University of Nairobi, Kikuyu Campus. With the drying up of the grants from the Nigerian, Somali, Lesotho and Turkish governments, this part of the programme has totally been deprived of resources.

OTHER PROGRAMME ACTIVITIES

(i) Attachment Training for Students of the United Nations Institute of Namibia

The Public Administration Management and Manpower Division of the Secretariat administers a six weeks attachment training programme every year for students of the United Nations Institute for Namibia to the ECA, OAU and the Ethiopian banks in Addis Ababa. The objectives of this secondment programme are:

- broadening the exposure of Namibian students to acquaint them with current development issues, provide exposure to the practical problems of administering development programmes and projects and build awareness of alternative solutions being pursued in different institutions and countries.

- developing administrative and organisational skills to accelerate student understanding of the organisational work context and provide opportunity for students to participate in administrative/development processes and develop basic operating skills.

- deepening understanding of academic areas and issues to encourage students to continue to develop their substantive areas of specialization as well as the applied research, observation, communication and inter personal skills necessary for sound administration.

- generate, through a combination of practical activities and official academic research, a spirit of inquiry, induced maturity, and capability to operate usefully in a new Namibian administration.

The number of students attached to the programme was as follows: 1985 (28), 1986 (26) and 1987 (22).

(ii) UN Council for Namibia Programme of Study in the Transport Sector

The Public Administration, Management and Manpower Division of ECA continues to administer a UNDP funded programme for Namibian students for studies in the transport sector. In 1984, 22 Namibians were trained under the programme, 14 in Zambia, 1 in Tanzania, 2 in Nigeria, 3 in the United Kingdom and 1 in the USSR. 4 fellows (1985) and 6 fellows (1986) also attended short courses at ESAMI under the programme.

(iii) Publications

The programme publishes a Training Information Notice bulletin (TIN) twice a year to announce training opportunities. This publication is distributed to all member States, training co-ordinations and UNDP offices in Africa. A brochure containing the list of donors is always sent early in the year to the training co-ordinators in member States to announce available fellowships. Copies of the brochure are also made available to the UNDP and ECA MULPOC offices for follow-up.

ADMINISTRATION OF THE PROGRAMME

ECA's ETFPA is operated by three staff members who are responsible for following-up on the mobilization of resources; announcing training opportunities; processing application forms; placing fellows; maintaining contacts with both the nominating and host governments; administering programmes funded by other United Nations institutions specifically the UN Council for Namibia and the United Nations Institute for Namibia; and for preparing the Training Information Notice and the fellowship brochures.

The Secretariat establishes contacts on fellowship matters with its member States through the national training co-ordinators. However, not all countries have designated training co-ordinators. It is, therefore, recommended that a specific office, within an appropriate ministry, should be designated as: (a) the channel through which all information about the fellowship programme is to be sent by the secretariat and by United Nations Development Programme country offices; (b) the office which disseminates fellowship information to the training institutions concerned and to the in-service training divisions of government, parastatal, and private agencies; and (c) the office which will maintain liaison with concerned government offices, with agencies, and with institutions on fellowship programme matters.

RECOMMENDATIONS

The reduced level of donors to ECA's ETFPA is a matter of serious concern, particularly at a time when training needs in critical areas of development have been steadily increasing over the years and the cost of training our nationals abroad has become prohibitive.

Whereas the Secretariat would continue to make every effort to solicit fellowships from non-African donors, an urgent need does exist to put the concepts of intra-African co-operation and self-reliance in training into practice. With the facilities that are available in our higher education training institutions and the relevance of the teaching and training programmes offered by these institutions to the African developmental and societal needs, the objective of an enhanced level of intra-African co-operation and self-reliance in training for manpower development should be within reach.

The ECA Conference of Ministers Responsible for Human Resources Planning, Development and Utilization is urged to make this objective a reality by taking decisions to urge member States to provide meaningful support to ECA's Expanded Training and Fellowship Programme for Africa by:

(1) offering, on a regular basis through ECA's ETFPA, fellowships to candidates from other African countries for study in the institutions of higher learning in the host country. To avoid the problem of the lack of foreign exchange, all local expenses could be covered by the offering country, while the cost of travel to and from the host country would be covered by the nominating country; and

(2) making donations in kind to the programme which would be utilized to support training activities in critical areas of manpower development within Africa.

ECA's Expanded Training and Fellowship Programme for Africa has generated a lot of interest among African countries and

their nationals and has certainly become the hope for meeting some of the ever increasing needs for training at all levels. The programme is deluged with applications from qualified fellowship seekers, but can only offer 50 or so fellowships a year. The generous response of African countries to the appeal to donate fellowships in kind and/or cash to the programme could greatly strengthen it and would enhance efforts towards intra-African co-operation and self-reliance in training for manpower development within Africa.